

MARYLAND'S YOUTH WORKFORCE 2003



Maryland Department of Labor, Licensing and Regulation
Division of Workforce Development
Office of Workforce Information and Performance
1100 N. Eutaw Street, Room 316
Baltimore, MD 21201

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INTRODUCTION

This report presents a snapshot of the youth workforce in Maryland's private sector economy in 2003. Data is provided for the state as well as each of its twelve Workforce Investment Areas (WIA's). The youth workforce, defined as those workers ages 14 through 21, is further divided into younger youth, ages 14 through 18; and older youth, ages 19 through 21.

The Local Employment Dynamics (LED) program, a labor market information partnership between the U.S. Census Bureau and participating states, provided source data for the report. The LED database includes employment covered by the Unemployment Insurance Law of Maryland, tabulated by place of work. Supplemental demographic information is derived from Census Bureau sources.

Explanation of terms:

Employment (workers) – all persons on the payroll of a firm at the beginning of the month.

Average Monthly Earnings – mean monthly earnings for all workers employed by a firm for at least a full quarter.

Turnover – the average sum of workers moving into and out of employment with a firm, expressed as a percentage.

For additional information on and data from the LED program, go to <http://lehd.dsd.census.gov/led/>

OVERVIEW

In 2003, youth comprised 10.1% of Maryland's private sector workforce—an average of 200,027 out of a total of 1,973,288 workers. The majority of young workers—114,143—were older youth. Employment of young workers, typically seasonal, reached its peak of 221,681 in the third quarter.

Geographically, the largest group of youth workers (32,168) was employed in Montgomery County, also the area with the largest total workforce, followed by Baltimore County (31,391). The smallest youth workforce (5,838) was found in the Upper Shore, the state's smallest workforce area.

Young workers accounted for widely varying shares of area employment, ranging from 14.5% in Southern Maryland and 14.0% in the Susquehanna WIA, to only 6.4% of the workforce in Baltimore City.

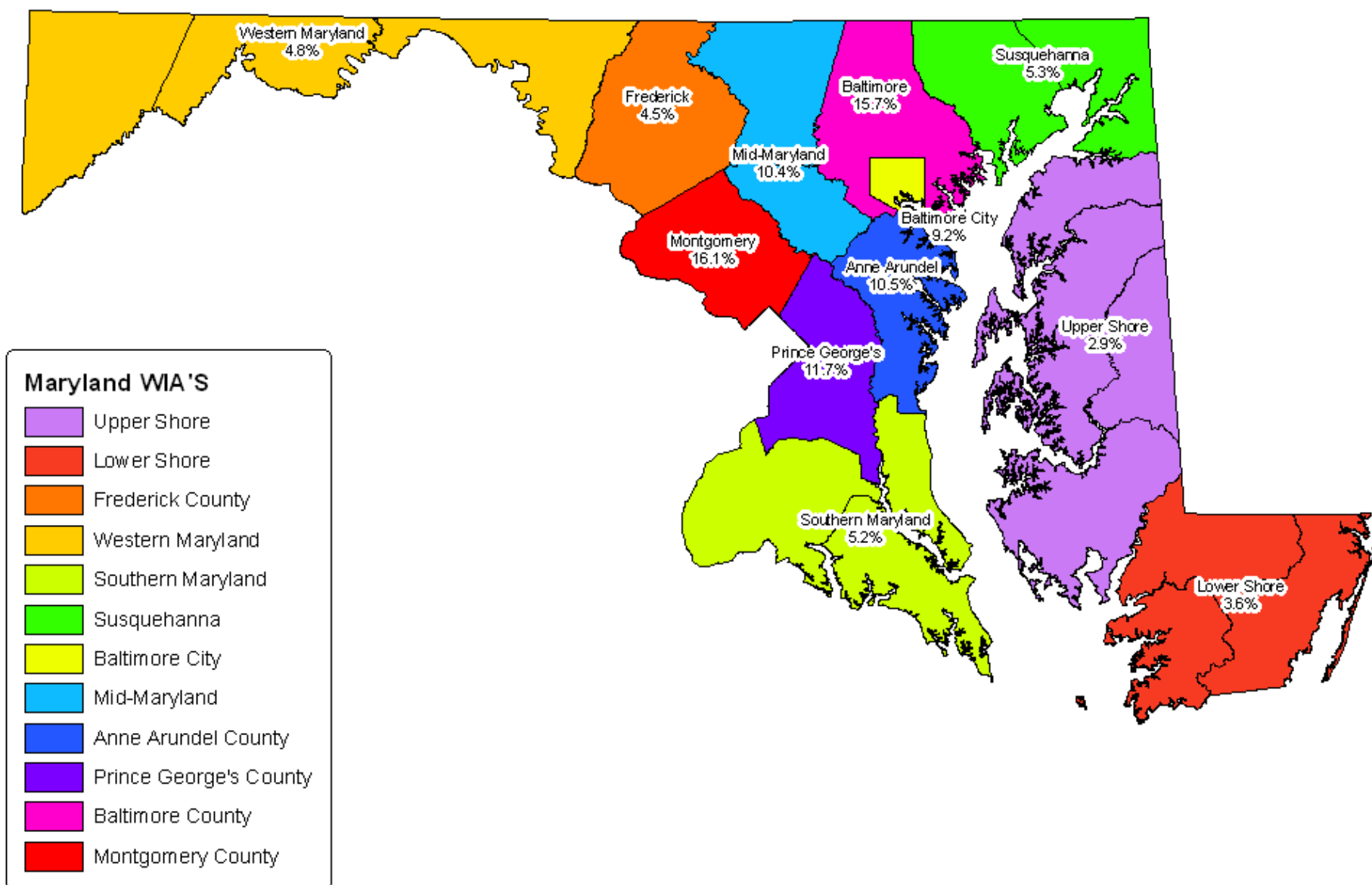
Youth were employed in virtually all industry sectors, but over half were concentrated in just two divisions--Retail Trade (55,076), and Accommodation/Food Services (54,196). These two sectors were the primary employers of youth in every one of the state's workforce areas. Health Care/Social Assistance (15,835) was a distant third.

Accommodation/Food Services, Retail Trade, and Arts/Entertainment/Recreation rely heavily on young people for their workforces. Though only one out of every ten workers economy wide was between the ages of 14 and 21, 30.3% of employment in Accommodation/Food Services, and 18.5% in Retail Trade were youth. The relatively small sector of Arts/Entertainment/Recreation had a workforce that was 23.9% young workers. These three industries provide the type of opportunities young people are often looking for--plenty of part time and seasonal positions, and jobs requiring little experience or skills.

Average monthly earnings for young workers differed considerably among major industry divisions and between age groups. For all industries statewide, younger youth averaged \$671.50 per month, and older youth \$1,213.50. By sector, top monthly earnings for workers ages 14-18 were in Construction (\$1,534.25), with Wholesale Trade (\$1,071.00) second. Among 19-21 year olds, Construction was also the highest paying sector (\$1,885.00), with Manufacturing (\$1,731.50) next. Throughout the WIA's, Construction was an important source of well-paying employment for youth—ranking first or second for younger youth in eleven areas, and for older youth in ten areas. But the industries most likely to employ youth—Retail Trade, Accommodation/Food Services, and Arts/Entertainment/Recreation—paid some of the lowest earnings throughout much of the state. Higher earnings of older youth compared with younger youth reflect their increased qualifications (more education and work experience); wider occupational choices (more qualified, and not restricted by Child Labor Law); and a much greater likelihood of being employed full time and year round.

Youth are quite active in the job market—often entering and exiting the labor market multiple times in a year, and changing employers and jobs frequently. For most young workers, education is their primary pursuit; employment must fit around an often-changing schedule of education and related activities. Youth are also in the process of exploring the world of work—testing different occupations and employers to see which suit their needs and interests. It is not surprising, then, to find that young workers consistently post very high job turnover rates. In 2003, turnover averaged 12.7% for workers of all ages in the private sector statewide. For 19-21 year olds, turnover averaged 23.3%, and for 14-18 year olds, it was 27.9%. (For comparison, a turnover rate of 8.8% was recorded for workers 55-64, the lowest turnover group.) Similar turnover patterns were observed in each WIA. No matter what the industry, youth turnover was far above the average. Even in low turnover sectors, youth turnover was very high. This held true throughout the state.

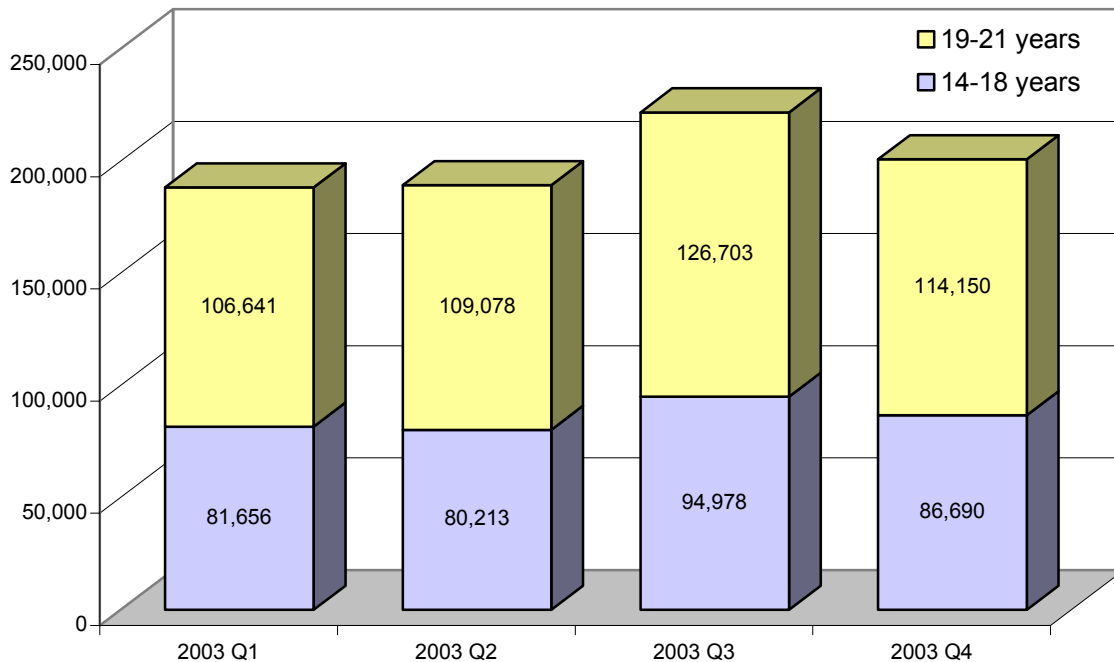
Maryland's Youth Workforce Distributed by Workforce Investment Area



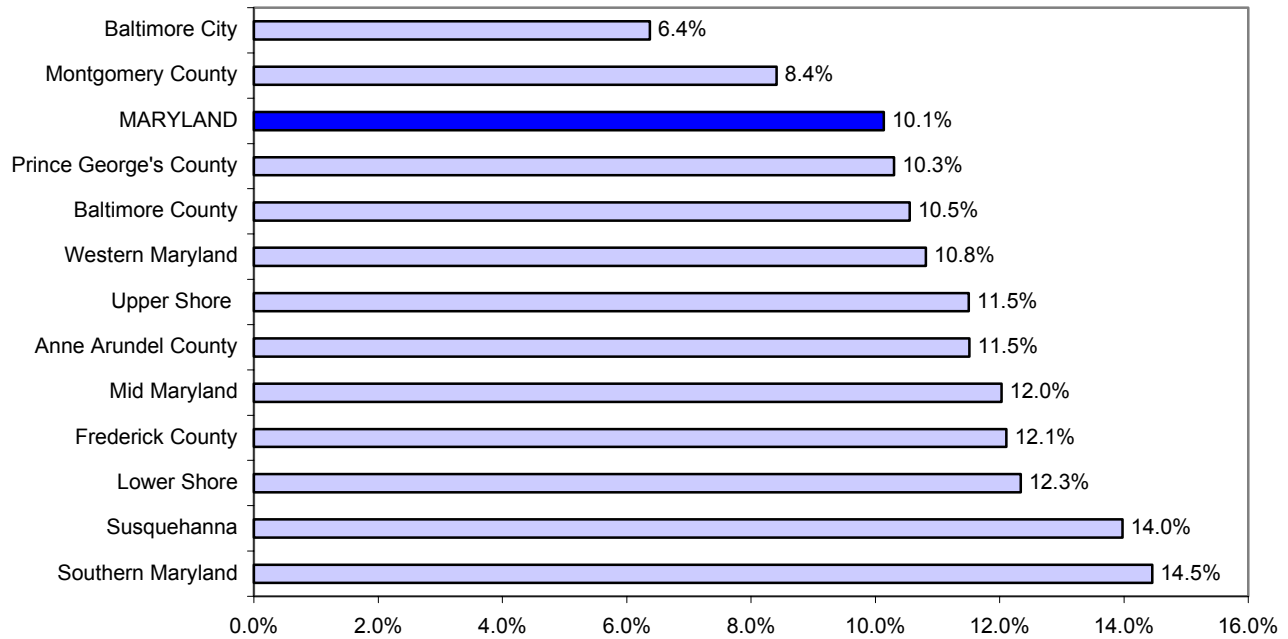
Youth Workforce by WIA

| Area | Total Private Sector Workforce 2003 | Youth Workforce | | | |
|------------------------|-------------------------------------|-----------------|-----------|-------------|---------------------------|
| | | 14-18 yrs | 19-21 yrs | Total Youth | Percent of Area Workforce |
| MARYLAND | 1,973,288 | 85,884 | 114,143 | 200,027 | 10.1% |
| Anne Arundel County | 182,573 | 9,435 | 11,585 | 21,020 | 11.5% |
| Baltimore County | 297,547 | 12,923 | 18,468 | 31,391 | 10.5% |
| Baltimore City | 288,952 | 6,618 | 11,797 | 18,415 | 6.4% |
| Frederick County | 73,581 | 4,258 | 4,651 | 8,909 | 12.1% |
| Lower Shore | 59,104 | 2,955 | 4,339 | 7,294 | 12.3% |
| Mid Maryland | 173,645 | 9,730 | 11,159 | 20,889 | 12.0% |
| Montgomery County | 382,426 | 13,517 | 18,651 | 32,168 | 8.4% |
| Prince George's County | 228,226 | 9,479 | 14,024 | 23,503 | 10.3% |
| Southern Maryland | 72,221 | 4,978 | 5,462 | 10,440 | 14.5% |
| Susquehanna | 75,536 | 5,154 | 5,402 | 10,556 | 14.0% |
| Upper Shore | 50,761 | 2,872 | 2,966 | 5,838 | 11.5% |
| Western Maryland | 88,712 | 3,961 | 5,634 | 9,595 | 10.8% |

Maryland Youth Employment by Quarter



Youth as Percent of Private Sector Workforce



Maryland Industry Sectors Ranked by Number of Youth Workers *

| Industry Sector | All Workers | 14-18 yrs | 19-21 yrs | Total Youth | |
|----------------------------------|-------------|-----------|-----------|-------------|---------------------|
| | | | | Number | Percent of Industry |
| Retail Trade | 297,826 | 23,196 | 31,880 | 55,076 | 18.5% |
| Accommodation/Food Services | 178,785 | 30,550 | 23,646 | 54,196 | 30.3% |
| Health Care/Social Assistance | 273,964 | 5,652 | 10,183 | 15,835 | 5.8% |
| Admin./Support/Waste Mgmt. | 141,837 | 3,741 | 8,527 | 12,268 | 8.6% |
| Construction | 158,995 | 3,457 | 7,910 | 11,367 | 7.1% |
| Other Services | 86,733 | 3,722 | 4,739 | 8,461 | 9.8% |
| Arts/Entertainment/Recreation | 34,418 | 4,829 | 3,384 | 8,213 | 23.9% |
| Prof./Scientific/Technical Svcs. | 204,580 | 2,147 | 5,220 | 7,367 | 3.6% |
| Manufacturing | 151,848 | 1,388 | 3,527 | 4,915 | 3.2% |
| Finance/Insurance | 110,953 | 770 | 3,908 | 4,678 | 4.2% |
| Wholesale Trade | 93,316 | 1,105 | 2,596 | 3,701 | 4.0% |
| Transportation/Warehousing | 62,357 | 919 | 2,706 | 3,625 | 5.8% |
| Real Estate/Rental/Leasing | 47,333 | 1,467 | 2,111 | 3,578 | 7.6% |
| Information | 49,789 | 1,242 | 1,621 | 2,863 | 5.8% |
| Educational Services | 54,499 | 1,148 | 1,388 | 2,536 | 4.7% |

* Includes industry sectors with at least 500 workers in each youth age group statewide.

Maryland
2003 Average Monthly Earnings for Youth
Ranked by Industry Sector

| 14-18 yrs | | 19-21 yrs | |
|----------------------------------|-----------|----------------------------------|-------------|
| ALL INDUSTRIES | \$ 671.50 | ALL INDUSTRIES | \$ 1,213.50 |
| Construction | 1,534.25 | Construction | 1,885.00 |
| Wholesale Trade | 1,071.00 | Manufacturing | 1,731.50 |
| Finance/Insurance | 1,064.75 | Wholesale Trade | 1,644.00 |
| Manufacturing | 1,049.00 | Finance/Insurance | 1,554.00 |
| Admin./Support/Waste Mgmt. | 1,034.75 | Prof./Scientific/Technical Svcs. | 1,455.75 |
| Prof./Scientific/Technical Svcs. | 974.25 | Information | 1,391.50 |
| Transportation/Warehousing | 845.50 | Admin./Support/Waste Mgmt. | 1,314.75 |
| Health Care/Social Assistance | 691.00 | Real Estate/Rental/Leasing | 1,307.25 |
| Other Services | 642.25 | Transportation/Warehousing | 1,290.75 |
| Retail Trade | 641.00 | Health Care/Social Assistance | 1,207.75 |
| Real Estate/Rental/Leasing | 639.50 | Other Services | 1,154.25 |
| Information | 582.50 | Retail Trade | 1,093.75 |
| Accommodation/Food Services | 528.25 | Accommodation/Food Services | 874.50 |
| Arts/Entertainment/Recreation | 376.25 | Educational Services | 860.00 |
| Educational Services | 361.75 | Arts/Entertainment/Recreation | 781.75 |

Anne Arundel County
Industry Sectors Ranked by Number of Youth Workers *

| Industry Sector | All Workers | 14-18 yrs | 19-21 yrs | Total Youth | |
|----------------------------------|-------------|-----------|-----------|--------------|---------------------|
| | | | | Number | Percent of Industry |
| Retail Trade | 32,361 | 2,824 | 3,597 | 6,421 | 19.8% |
| Accommodation/Food Services | 18,808 | 3,287 | 2,296 | 5,583 | 29.7% |
| Health Care/Social Assistance | 19,173 | 488 | 915 | 1,403 | 7.3% |
| Admin./Support/Waste Mgmt. | 12,756 | 345 | 816 | 1,161 | 9.1% |
| Construction | 14,788 | 347 | 792 | 1,139 | 7.7% |
| Other Services | 8,848 | 452 | 534 | 986 | 11.1% |
| Arts/Entertainment/Recreation | 3,354 | 504 | 356 | 860 | 25.6% |
| Prof./Scientific/Technical Svcs. | 18,923 | 208 | 483 | 691 | 3.7% |
| Real Estate/Rental/Leasing | 4,699 | 233 | 358 | 591 | 12.6% |
| Wholesale Trade | 9,937 | 144 | 274 | 418 | 4.2% |
| Finance/Insurance | 7,178 | 73 | 332 | 405 | 5.6% |
| Information | 4,629 | 184 | 219 | 403 | 8.7% |
| Manufacturing | 15,074 | 115 | 244 | 359 | 2.4% |
| Transportation/Warehousing | 8,052 | 73 | 251 | 324 | 4.0% |
| Educational Services | 2,565 | 97 | 66 | 163 | 6.4% |

* Includes industry sectors with at least 500 workers in each youth age group statewide.

Anne Arundel County
2003 Average Monthly Earnings for Youth
Ranked by Industry Sector

| 14-18 yrs | | 19-21 yrs | |
|----------------------------------|----------|----------------------------------|------------|
| ALL INDUSTRIES | \$670.50 | ALL INDUSTRIES | \$1,249.75 |
| Construction | 1,380.25 | Construction | 1,928.50 |
| Wholesale Trade | 1,101.25 | Wholesale Trade | 1,677.50 |
| Admin./Support/Waste Mgmt. | 1,053.00 | Manufacturing | 1,654.25 |
| Transportation/Warehousing. | 1,012.25 | Prof./Scientific/Technical Svcs. | 1,528.00 |
| Prof./Scientific/Technical Svcs. | 944.00 | Finance/Insurance | 1,504.50 |
| Finance/Insurance | 894.75 | Admin./Support/Waste Mgmt. | 1,477.25 |
| Manufacturing | 853.00 | Transportation/Warehousing. | 1,459.25 |
| Other Services | 708.00 | Information | 1,430.75 |
| Health Care/Social Assistance | 703.25 | Real Estate/Rental/Leasing | 1,306.25 |
| Information | 699.50 | Other Services | 1,261.00 |
| Retail Trade | 650.75 | Health Care/Social Assistance | 1,238.50 |
| Real Estate/Rental/Leasing | 629.25 | Retail Trade | 1,118.25 |
| Accommodation/Food Services | 542.50 | Accommodation/Food Services | 947.00 |
| Arts/Entertainment/Recreation | 411.25 | Arts/Entertainment/Recreation | 769.00 |
| Educational Services | 320.00 | Educational Services | 685.00 |

Baltimore City
Industry Sectors Ranked by Number of Youth Workers *

| Industry Sector | All Workers | 14-18 yrs | 19-21 yrs | Total Youth | |
|----------------------------------|-------------|-----------|-----------|--------------|---------------------|
| | | | | Number | Percent of Industry |
| Accommodation/Food Services | 21,328 | 2,277 | 2,292 | 4,569 | 21.4% |
| Retail Trade | 23,887 | 1,563 | 2,219 | 3,782 | 15.8% |
| Health Care/Social Assistance | 58,915 | 498 | 1,573 | 2,071 | 3.5% |
| Admin./Support/Waste Mgmt. | 23,552 | 483 | 1,315 | 1,798 | 7.6% |
| Manufacturing | 21,498 | 254 | 541 | 795 | 3.7% |
| Prof./Scientific/Technical Svcs. | 24,453 | 190 | 593 | 783 | 3.2% |
| Other Services | 11,806 | 259 | 495 | 754 | 6.4% |
| Construction | 11,094 | 194 | 479 | 673 | 6.1% |
| Educational Services | 26,641 | 161 | 463 | 624 | 2.3% |
| Arts/Entertainment/Recreation | 4,742 | 274 | 336 | 610 | 12.9% |
| Finance/Insurance | 20,845 | 61 | 478 | 539 | 2.6% |
| Transportation/Warehousing | 9,183 | 107 | 337 | 444 | 4.8% |
| Wholesale Trade | 13,349 | 86 | 281 | 367 | 2.7% |
| Real Estate/Rental/Leasing | 6,345 | 144 | 204 | 348 | 5.5% |
| Information | 7,402 | 43 | 123 | 166 | 2.2% |

* Includes industry sectors with at least 500 workers in each youth age group statewide.

Baltimore City
2003 Average Monthly Earnings for Youth
Ranked by Industry Sector

| 14-18 yrs | | 19-21 yrs | |
|----------------------------------|-----------|----------------------------------|-------------|
| ALL INDUSTRIES | \$ 754.75 | ALL INDUSTRIES | \$ 1,240.00 |
| Wholesale Trade | 1,667.50 | Construction | 2,181.50 |
| Construction | 1,569.75 | Manufacturing | 1,653.75 |
| Finance/Insurance | 1,144.00 | Wholesale Trade | 1,613.75 |
| Health Care/Social Assistance | 1,066.25 | Information | 1,597.25 |
| Prof./Scientific/Technical Svcs. | 1,022.75 | Finance/Insurance | 1,511.00 |
| Manufacturing | 1,018.00 | Real Estate/Rental/Leasing | 1,504.00 |
| Admin./Support/Waste Mgmt. | 955.75 | Prof./Scientific/Technical Svcs. | 1,439.25 |
| Transportation/Warehousing. | 920.50 | Health Care/Social Assistance | 1,326.00 |
| Information | 760.75 | Transportation/Warehousing. | 1,290.75 |
| Real Estate/Rental/Leasing | 737.50 | Admin./Support/Waste Mgmt. | 1,182.00 |
| Other Services | 725.75 | Other Services | 1,149.50 |
| Retail Trade | 684.50 | Retail Trade | 1,086.50 |
| Accommodation/Food Services | 574.50 | Educational Services | 1,007.25 |
| Educational Services | 565.00 | Accommodation/Food Services | 901.75 |
| Arts/Entertainment/Recreation | 327.75 | Arts/Entertainment/Recreation | 722.00 |

Baltimore County
Industry Sectors Ranked by Number of Youth Workers *

| Industry Sector | All Workers | 14-18 yrs | 19-21 yrs | Total Youth | |
|----------------------------------|-------------|-----------|-----------|--------------|---------------------|
| | | | | Number | Percent of Industry |
| Retail Trade | 48,443 | 3,752 | 5,444 | 9,196 | 19.0% |
| Accommodation/Food Services | 23,781 | 4,456 | 3,368 | 7,824 | 32.9% |
| Health Care/Social Assistance | 40,615 | 849 | 1,671 | 2,520 | 6.2% |
| Admin./Support/Waste Mgmt. | 22,820 | 514 | 1,570 | 2,084 | 9.1% |
| Construction | 24,008 | 454 | 1,152 | 1,606 | 6.7% |
| Arts/Entertainment/Recreation | 5,868 | 720 | 695 | 1,415 | 24.1% |
| Other Services | 11,170 | 533 | 733 | 1,266 | 11.3% |
| Prof./Scientific/Technical Svcs. | 23,864 | 317 | 836 | 1,153 | 4.8% |
| Finance/Insurance | 21,986 | 197 | 783 | 980 | 4.5% |
| Manufacturing | 28,035 | 173 | 506 | 679 | 2.4% |
| Manufacturing | 28,035 | 173 | 506 | 679 | 2.4% |
| Information | 6,511 | 247 | 294 | 541 | 8.3% |
| Wholesale Trade | 12,268 | 136 | 386 | 522 | 4.3% |
| Real Estate/Rental/Leasing | 8,221 | 176 | 328 | 504 | 6.1% |
| Transportation/Warehousing | 9,355 | 98 | 398 | 496 | 5.3% |
| Educational Services | 6,626 | 244 | 200 | 444 | 6.7% |

* Includes industry sectors with at least 500 workers in each youth age group statewide.

Baltimore County
2003 Average Monthly Earnings for Youth
Ranked by Industry Sector

| 14-18 yrs | | 19-21 yrs | |
|----------------------------------|-----------|----------------------------------|-------------|
| ALL INDUSTRIES | \$ 642.25 | ALL INDUSTRIES | \$ 1,193.25 |
| Construction | 1,551.75 | Construction | 1,833.00 |
| Manufacturing | 1,123.50 | Manufacturing | 1,790.50 |
| Admin./Support/Waste Mgmt. | 1,029.75 | Wholesale Trade | 1,659.75 |
| Transportation/Warehousing. | 1,025.75 | Finance/Insurance | 1,533.00 |
| Finance/Insurance | 1,004.00 | Information | 1,433.50 |
| Wholesale Trade | 963.00 | Transportation/Warehousing. | 1,403.00 |
| Prof./Scientific/Technical Svcs. | 808.25 | Prof./Scientific/Technical Svcs. | 1,333.75 |
| Real Estate/Rental/Leasing | 758.00 | Real Estate/Rental/Leasing | 1,331.50 |
| Health Care/Social Assistance | 630.25 | Admin./Support/Waste Mgmt. | 1,313.00 |
| Retail Trade | 621.25 | Health Care/Social Assistance | 1,148.00 |
| Other Services | 608.25 | Other Services | 1,131.50 |
| Information | 523.00 | Retail Trade | 1,077.00 |
| Accommodation/Food Services | 512.25 | Arts/Entertainment/Recreation | 910.75 |
| Arts/Entertainment/Recreation | 433.75 | Accommodation/Food Services | 848.50 |
| Educational Services | 233.75 | Educational Services | 619.50 |

Frederick County
Industry Sectors Ranked by Number of Youth Workers *

| Industry Sector | All Workers | 14-18 yrs | 19-21 yrs | Total Youth | |
|----------------------------------|-------------|-----------|-----------|--------------|---------------------|
| | | | | Number | Percent of Industry |
| Accommodation/Food Services | 6,969 | 1,617 | 965 | 2,582 | 37.0% |
| Retail Trade | 11,428 | 1,170 | 1,248 | 2,418 | 21.2% |
| Construction | 8,892 | 218 | 475 | 693 | 7.8% |
| Health Care/Social Assistance | 8,674 | 229 | 377 | 606 | 7.0% |
| Admin./Support/Waste Mgmt. | 4,370 | 146 | 364 | 510 | 11.7% |
| Other Services | 2,911 | 213 | 192 | 405 | 13.9% |
| Prof./Scientific/Technical Svcs. | 6,356 | 122 | 198 | 320 | 5.0% |
| Finance/Insurance | 6,614 | 33 | 228 | 261 | 3.9% |
| Arts/Entertainment/Recreation | 917 | 158 | 99 | 257 | 28.0% |
| Manufacturing | 6,694 | 57 | 118 | 175 | 2.6% |
| Information | 1,851 | 78 | 91 | 169 | 9.1% |
| Wholesale Trade | 3,357 | 52 | 106 | 158 | 4.7% |
| Educational Services | 1,591 | 51 | 67 | 118 | 7.4% |
| Real Estate/Rental/Leasing | 910 | 41 | 39 | 80 | 8.8% |
| Transportation/Warehousing | 1,038 | 16 | 44 | 60 | 5.8% |

* Includes industry sectors with at least 500 workers in each youth age group statewide.

Frederick County
2003 Average Monthly Earnings for Youth
Ranked by Industry Sector

| 14-18 yrs | | 19-21 yrs | |
|----------------------------------|-----------|----------------------------------|-------------|
| ALL INDUSTRIES | \$ 651.25 | ALL INDUSTRIES | \$ 1,291.00 |
| Construction | 1,771.50 | Manufacturing | 1,936.75 |
| Finance/Insurance | 1,241.50 | Construction | 1,905.25 |
| Wholesale Trade | 1,171.00 | Information | 1,802.25 |
| Transportation/Warehousing. | 957.50 | Finance/Insurance | 1,788.25 |
| Admin./Support/Waste Mgmt. | 853.75 | Wholesale Trade | 1,654.00 |
| Prof./Scientific/Technical Svcs. | 846.50 | Prof./Scientific/Technical Svcs. | 1,553.75 |
| Manufacturing | 830.50 | Admin./Support/Waste Mgmt. | 1,438.75 |
| Health Care/Social Assistance | 689.50 | Real Estate/Rental/Leasing | 1,287.75 |
| Retail Trade | 590.50 | Health Care/Social Assistance | 1,276.50 |
| Real Estate/Rental/Leasing | 588.00 | Retail Trade | 1,123.00 |
| Information | 587.00 | Transportation/Warehousing. | 1,072.75 |
| Other Services | 516.75 | Other Services | 1,064.75 |
| Accommodation/Food Services | 514.75 | Accommodation/Food Services | 883.25 |
| Arts/Entertainment/Recreation | 343.75 | Educational Services | 808.25 |
| Educational Services | 251.00 | Arts/Entertainment/Recreation | 681.00 |

Lower Shore
Industry Sectors Ranked by Number of Youth Workers *

| Industry Sector | All Workers | 14-18 yrs | 19-21 yrs | Total Youth | |
|----------------------------------|-------------|-----------|-----------|--------------|---------------------|
| | | | | Number | Percent of Industry |
| Accommodation/Food Services | 10,234 | 1,431 | 1,651 | 3,082 | 30.1% |
| Retail Trade | 9,295 | 608 | 984 | 1,592 | 17.1% |
| Health Care/Social Assistance | 8,513 | 107 | 296 | 403 | 4.7% |
| Construction | 4,708 | 92 | 281 | 373 | 7.9% |
| Admin./Support/Waste Mgmt. | 3,004 | 168 | 181 | 349 | 11.6% |
| Other Services | 3,082 | 133 | 173 | 306 | 9.9% |
| Manufacturing | 6,634 | 81 | 195 | 276 | 4.2% |
| Arts/Entertainment/Recreation | 1,077 | 100 | 82 | 182 | 16.9% |
| Prof./Scientific/Technical Svcs. | 2,335 | 38 | 101 | 139 | 6.0% |
| Real Estate/Rental/Leasing | 1,359 | 56 | 78 | 134 | 9.9% |
| Wholesale Trade | 2,408 | 33 | 76 | 109 | 4.5% |
| Finance/Insurance | 1,595 | 14 | 73 | 87 | 5.5% |
| Educational Services | 478 | 31 | 38 | 69 | 14.4% |
| Transportation/Warehousing | 1,176 | 8 | 39 | 47 | 4.0% |
| Information | 891 | 15 | 28 | 43 | 4.8% |

* Includes industry sectors with at least 500 workers in each youth age group statewide.

Lower Shore
2003 Average Monthly Earnings for Youth
Ranked by Industry Sector

| 14-18 yrs | | 19-21 yrs | |
|----------------------------------|-----------|----------------------------------|-------------|
| ALL INDUSTRIES | \$ 595.75 | ALL INDUSTRIES | \$ 1,104.50 |
| Construction | 1,232.50 | Construction | 1,932.50 |
| Manufacturing | 887.25 | Wholesale Trade | 1,682.00 |
| Prof./Scientific/Technical Svcs. | 783.25 | Manufacturing | 1,497.00 |
| Wholesale Trade | 748.25 | Transportation/Warehousing. | 1,439.50 |
| Finance/Insurance | 696.00 | Prof./Scientific/Technical Svcs. | 1,191.00 |
| Transportation/Warehousing. | 657.00 | Admin./Support/Waste Mgmt. | 1,163.00 |
| Admin./Support/Waste Mgmt. | 652.00 | Health Care/Social Assistance | 1,105.00 |
| Retail Trade | 650.25 | Other Services | 1,063.75 |
| Health Care/Social Assistance | 632.00 | Retail Trade | 1,059.75 |
| Real Estate/Rental/Leasing | 591.00 | Finance/Insurance | 1,052.25 |
| Other Services | 547.00 | Information | 1,040.50 |
| Information | 511.75 | Real Estate/Rental/Leasing | 1,001.75 |
| Accommodation/Food Services | 503.75 | Arts/Entertainment/Recreation | 836.25 |
| Arts/Entertainment/Recreation | 433.00 | Accommodation/Food Services | 829.00 |
| Educational Services | 351.25 | Educational Services | 638.75 |

**Mid Maryland
Industry Sectors Ranked by Number of Youth Workers ***

| Industry Sector | All Workers | 14-18 yrs | 19-21 yrs | Total Youth | |
|----------------------------------|-------------|-----------|-----------|--------------|---------------------|
| | | | | Number | Percent of Industry |
| Accommodation/Food Services | 15,729 | 3,625 | 2,459 | 6,084 | 38.7% |
| Retail Trade | 29,424 | 2,473 | 3,564 | 6,037 | 20.5% |
| Health Care/Social Assistance | 21,158 | 875 | 1,043 | 1,918 | 9.1% |
| Construction | 16,876 | 391 | 854 | 1,245 | 7.4% |
| Arts/Entertainment/Recreation | 3,493 | 786 | 393 | 1,179 | 33.8% |
| Admin./Support/Waste Mgmt. | 10,917 | 239 | 549 | 788 | 7.2% |
| Other Services | 5,625 | 344 | 386 | 730 | 13.0% |
| Prof./Scientific/Technical Svcs. | 17,911 | 214 | 447 | 661 | 3.7% |
| Wholesale Trade | 15,949 | 126 | 351 | 477 | 3.0% |
| Manufacturing | 12,345 | 131 | 284 | 415 | 3.4% |
| Finance/Insurance | 7,462 | 59 | 249 | 308 | 4.1% |
| Educational Services | 2,444 | 144 | 96 | 240 | 9.8% |
| Information | 4,365 | 106 | 132 | 238 | 5.5% |
| Transportation/Warehousing | 4,924 | 53 | 149 | 202 | 4.1% |
| Real Estate/Rental/Leasing | 3,308 | 83 | 115 | 198 | 6.0% |

* Includes industry sectors with at least 500 workers in each youth age group statewide.

**Mid Maryland
2003 Average Monthly Earnings for Youth
Ranked by Industry Sector**

| 14-18 yrs | | 19-21 yrs | |
|----------------------------------|-----------|----------------------------------|-------------|
| ALL INDUSTRIES | \$ 625.00 | ALL INDUSTRIES | \$ 1,194.75 |
| Construction | 1,648.25 | Manufacturing | 1,908.00 |
| Admin./Support/Waste Mgmt. | 1,549.50 | Construction | 1,885.25 |
| Wholesale Trade | 1,236.25 | Wholesale Trade | 1,877.75 |
| Finance/Insurance | 1,200.75 | Transportation/Warehousing. | 1,574.25 |
| Transportation/Warehousing. | 1,154.50 | Finance/Insurance | 1,548.25 |
| Manufacturing | 1,113.25 | Information | 1,505.25 |
| Prof./Scientific/Technical Svcs. | 972.25 | Prof./Scientific/Technical Svcs. | 1,443.25 |
| Retail Trade | 600.00 | Admin./Support/Waste Mgmt. | 1,408.50 |
| Other Services | 557.50 | Real Estate/Rental/Leasing | 1,358.25 |
| Real Estate/Rental/Leasing | 503.75 | Other Services | 1,112.75 |
| Health Care/Social Assistance | 500.50 | Health Care/Social Assistance | 1,099.00 |
| Accommodation/Food Services | 500.25 | Retail Trade | 1,069.25 |
| Information | 499.25 | Educational Services | 911.00 |
| Arts/Entertainment/Recreation | 349.25 | Accommodation/Food Services | 871.25 |
| Educational Services | 304.50 | Arts/Entertainment/Recreation | 685.00 |

Montgomery County
Industry Sectors Ranked by Number of Youth Workers *

| Industry Sector | All Workers | 14-18 yrs | 19-21 yrs | Total Youth | |
|----------------------------------|-------------|-----------|-----------|--------------|---------------------|
| | | | | Number | Percent of Industry |
| Retail Trade | 50,245 | 3,350 | 5,213 | 8,563 | 17.0% |
| Accommodation/Food Services | 33,020 | 3,975 | 3,635 | 7,610 | 23.0% |
| Health Care/Social Assistance | 52,880 | 1,432 | 1,819 | 3,251 | 6.1% |
| Admin./Support/Waste Mgmt. | 38,871 | 860 | 1,656 | 2,516 | 6.5% |
| Prof./Scientific/Technical Svcs. | 63,698 | 504 | 1,265 | 1,769 | 2.8% |
| Construction | 27,410 | 530 | 1,108 | 1,638 | 6.0% |
| Arts/Entertainment/Recreation | 6,233 | 857 | 618 | 1,475 | 23.7% |
| Other Services | 20,297 | 652 | 818 | 1,470 | 7.2% |
| Finance/Insurance | 24,613 | 124 | 696 | 820 | 3.3% |
| Real Estate/Rental/Leasing | 11,847 | 335 | 413 | 748 | 6.3% |
| Information | 13,864 | 239 | 322 | 561 | 4.0% |
| Educational Services | 8,464 | 199 | 250 | 449 | 5.3% |
| Manufacturing | 17,974 | 151 | 288 | 439 | 2.4% |
| Wholesale Trade | 12,508 | 160 | 259 | 419 | 3.3% |
| Transportation/Warehousing | 3,978 | 62 | 187 | 249 | 6.3% |

* Includes industry sectors with at least 500 workers in each youth age group statewide.

Montgomery County
2003 Average Monthly Earnings for Youth
Ranked by Industry Sector

| 14-18 yrs | | 19-21 yrs | |
|----------------------------------|-----------|----------------------------------|-------------|
| ALL INDUSTRIES | \$ 722.50 | ALL INDUSTRIES | \$ 1,218.25 |
| Construction | 1,685.25 | Construction | 1,920.75 |
| Finance/Insurance | 1,288.75 | Manufacturing | 1,686.75 |
| Prof./Scientific/Technical Svcs. | 1,156.25 | Finance/Insurance | 1,653.25 |
| Wholesale Trade | 1,123.00 | Wholesale Trade | 1,525.75 |
| Admin./Support/Waste Mgmt. | 1,060.50 | Prof./Scientific/Technical Svcs. | 1,499.00 |
| Transportation/Warehousing. | 1,038.75 | Information | 1,493.00 |
| Manufacturing | 1,028.75 | Real Estate/Rental/Leasing | 1,343.25 |
| Other Services | 707.00 | Admin./Support/Waste Mgmt. | 1,254.50 |
| Information | 699.50 | Transportation/Warehousing. | 1,211.50 |
| Retail Trade | 653.25 | Health Care/Social Assistance | 1,170.25 |
| Health Care/Social Assistance | 642.25 | Other Services | 1,156.25 |
| Real Estate/Rental/Leasing | 642.00 | Retail Trade | 1,120.75 |
| Accommodation/Food Services | 561.50 | Educational Services | 1,010.50 |
| Educational Services | 519.50 | Accommodation/Food Services | 917.50 |
| Arts/Entertainment/Recreation | 389.25 | Arts/Entertainment/Recreation | 791.25 |

Prince George's County
Industry Sectors Ranked by Number of Youth Workers *

| Industry Sector | All Workers | 14-18 yrs | 19-21 yrs | Total Youth | |
|----------------------------------|-------------|-----------|-----------|--------------|---------------------|
| | | | | Number | Percent of Industry |
| Retail Trade | 40,460 | 2,597 | 4,144 | 6,741 | 16.7% |
| Accommodation/Food Services | 18,754 | 3,103 | 2,644 | 5,747 | 30.6% |
| Construction | 26,078 | 511 | 1,165 | 1,676 | 6.4% |
| Admin./Support/Waste Mgmt. | 19,517 | 581 | 1,060 | 1,641 | 8.4% |
| Transportation/Warehousing | 13,841 | 365 | 990 | 1,355 | 9.8% |
| Health Care/Social Assistance | 24,215 | 384 | 837 | 1,221 | 5.0% |
| Arts/Entertainment/Recreation | 3,777 | 705 | 368 | 1,073 | 28.4% |
| Other Services | 10,294 | 308 | 520 | 828 | 8.0% |
| Prof./Scientific/Technical Svcs. | 22,795 | 207 | 529 | 736 | 3.2% |
| Wholesale Trade | 12,071 | 137 | 360 | 497 | 4.1% |
| Finance/Insurance | 7,677 | 65 | 420 | 485 | 6.3% |
| Information | 6,419 | 181 | 239 | 420 | 6.5% |
| Real Estate/Rental/Leasing | 6,146 | 127 | 283 | 410 | 6.7% |
| Manufacturing | 11,611 | 100 | 283 | 383 | 3.3% |
| Educational Services | 2,002 | 75 | 105 | 180 | 9.0% |

* Includes industry sectors with at least 500 workers in each youth age group statewide.

Prince George's County
2003 Average Monthly Earnings for Youth
Ranked by Industry Sector

| 14-18 yrs | | 19-21 yrs | |
|----------------------------------|-----------|----------------------------------|-------------|
| ALL INDUSTRIES | \$ 762.75 | ALL INDUSTRIES | \$ 1,222.75 |
| Construction | 1,818.75 | Construction | 1,964.50 |
| Finance/Insurance | 1,229.25 | Manufacturing | 1,828.50 |
| Manufacturing | 1,218.00 | Wholesale Trade | 1,570.25 |
| Wholesale Trade | 1,091.75 | Finance/Insurance | 1,549.25 |
| Admin./Support/Waste Mgmt. | 1,064.50 | Real Estate/Rental/Leasing | 1,544.50 |
| Prof./Scientific/Technical Svcs. | 1,028.25 | Admin./Support/Waste Mgmt. | 1,434.75 |
| Real Estate/Rental/Leasing | 937.75 | Prof./Scientific/Technical Svcs. | 1,410.50 |
| Health Care/Social Assistance | 852.25 | Health Care/Social Assistance | 1,252.50 |
| Other Services | 756.50 | Other Services | 1,174.50 |
| Transportation/Warehousing. | 732.25 | Transportation/Warehousing. | 1,138.50 |
| Retail Trade | 718.50 | Retail Trade | 1,101.75 |
| Accommodation/Food Services | 558.25 | Information | 1,053.75 |
| Information | 524.75 | Accommodation/Food Services | 826.75 |
| Educational Services | 366.75 | Arts/Entertainment/Recreation | 717.50 |
| Arts/Entertainment/Recreation | 318.00 | Educational Services | 611.25 |

Southern Maryland
Industry Sectors Ranked by Number of Youth Workers *

| Industry Sector | All Workers | 14-18 yrs | 19-21 yrs | Total Youth | |
|----------------------------------|-------------|-----------|-----------|--------------|---------------------|
| | | | | Number | Percent of Industry |
| Accommodation/Food Services | 8,823 | 2,129 | 1,357 | 3,486 | 39.5% |
| Retail Trade | 13,980 | 1,310 | 1,512 | 2,822 | 20.2% |
| Health Care/Social Assistance | 10,702 | 300 | 556 | 856 | 8.0% |
| Construction | 7,655 | 210 | 496 | 706 | 9.2% |
| Prof./Scientific/Technical Svcs. | 10,637 | 157 | 382 | 539 | 5.1% |
| Other Services | 2,957 | 255 | 249 | 504 | 17.0% |
| Admin./Support/Waste Mgmt. | 3,163 | 88 | 191 | 279 | 8.8% |
| Arts/Entertainment/Recreation | 1,027 | 162 | 85 | 247 | 24.1% |
| Manufacturing | 2,356 | 53 | 129 | 182 | 7.7% |
| Real Estate/Rental/Leasing | 949 | 68 | 86 | 154 | 16.2% |
| Finance/Insurance | 1,790 | 48 | 105 | 153 | 8.5% |
| Transportation/Warehousing | 3,358 | 37 | 101 | 138 | 4.1% |
| Wholesale Trade | 1,819 | 43 | 88 | 131 | 7.2% |
| Information | 801 | 44 | 44 | 88 | 11.0% |
| Educational Services | 1,088 | 40 | 30 | 70 | 6.4% |

* Includes industry sectors with at least 500 workers in each youth age group statewide.

Southern Maryland
2003 Average Monthly Earnings for Youth
Ranked by Industry Sector

| 14-18 yrs | | 19-21 yrs | |
|----------------------------------|-----------|----------------------------------|-------------|
| ALL INDUSTRIES | \$ 636.25 | ALL INDUSTRIES | \$ 1,230.50 |
| Construction | 1,363.75 | Construction | 1,897.50 |
| Manufacturing | 1,052.00 | Transportation/Warehousing. | 1,595.00 |
| Admin./Support/Waste Mgmt. | 963.00 | Admin./Support/Waste Mgmt. | 1,579.25 |
| Transportation/Warehousing. | 851.50 | Prof./Scientific/Technical Svcs. | 1,571.00 |
| Prof./Scientific/Technical Svcs. | 814.00 | Manufacturing | 1,559.50 |
| Finance/Insurance | 765.50 | Finance/Insurance | 1,548.00 |
| Health Care/Social Assistance | 735.75 | Wholesale Trade | 1,489.50 |
| Retail Trade | 663.25 | Health Care/Social Assistance | 1,240.75 |
| Wholesale Trade | 639.75 | Other Services | 1,153.25 |
| Other Services | 628.50 | Retail Trade | 1,136.00 |
| Accommodation/Food Services | 525.25 | Educational Services | 1,108.75 |
| Real Estate/Rental/Leasing | 518.25 | Information | 1,053.50 |
| Information | 409.25 | Real Estate/Rental/Leasing | 997.75 |
| Arts/Entertainment/Recreation | 335.25 | Accommodation/Food Services | 836.25 |
| Educational Services | 327.25 | Arts/Entertainment/Recreation | 597.25 |

Susquehanna
Industry Sectors Ranked by Number of Youth Workers *

| Industry Sector | All Workers | 14-18 yrs | 19-21 yrs | Total Youth | |
|----------------------------------|-------------|-----------|-----------|--------------|---------------------|
| | | | | Number | Percent of Industry |
| Accommodation/Food Services | 8,071 | 2,120 | 1,180 | 3,300 | 40.9% |
| Retail Trade | 14,864 | 1,496 | 1,638 | 3,134 | 21.1% |
| Construction | 7,587 | 219 | 500 | 719 | 9.5% |
| Other Services | 3,576 | 292 | 289 | 581 | 16.2% |
| Health Care/Social Assistance | 6,450 | 173 | 323 | 496 | 7.7% |
| Arts/Entertainment/Recreation | 1,447 | 258 | 135 | 393 | 27.2% |
| Manufacturing | 8,451 | 89 | 295 | 384 | 4.5% |
| Admin./Support/Waste Mgmt. | 3,569 | 111 | 253 | 364 | 10.2% |
| Prof./Scientific/Technical Svcs. | 7,610 | 86 | 176 | 262 | 3.4% |
| Wholesale Trade | 4,064 | 68 | 178 | 246 | 6.1% |
| Finance/Insurance | 3,288 | 42 | 188 | 230 | 7.0% |
| Real Estate/Rental/Leasing | 1,081 | 57 | 56 | 113 | 10.5% |
| Information | 1,017 | 44 | 49 | 93 | 9.1% |
| Educational Services | 937 | 44 | 29 | 73 | 7.8% |
| Transportation/Warehousing | 2,523 | 11 | 55 | 66 | 2.6% |

* Includes industry sectors with at least 500 workers in each youth age group statewide.

Susquehanna
2003 Average Monthly Earnings for Youth
Ranked by Industry Sector

| 14-18 yrs | | 19-21 yrs | |
|----------------------------------|-----------|----------------------------------|-------------|
| ALL INDUSTRIES | \$ 606.50 | ALL INDUSTRIES | \$ 1,242.75 |
| Transportation/Warehousing. | 1,242.00 | Prof./Scientific/Technical Svcs. | 1,838.00 |
| Construction | 1,124.50 | Manufacturing | 1,778.75 |
| Manufacturing | 1,044.00 | Wholesale Trade | 1,758.00 |
| Wholesale Trade | 933.50 | Construction | 1,728.25 |
| Admin./Support/Waste Mgmt. | 893.00 | Transportation/Warehousing. | 1,607.25 |
| Finance/Insurance | 855.25 | Finance/Insurance | 1,507.50 |
| Prof./Scientific/Technical Svcs. | 781.50 | Admin./Support/Waste Mgmt. | 1,264.75 |
| Health Care/Social Assistance | 780.50 | Health Care/Social Assistance | 1,214.50 |
| Other Services | 631.75 | Other Services | 1,193.00 |
| Retail Trade | 612.25 | Information | 1,170.00 |
| Real Estate/Rental/Leasing | 608.00 | Retail Trade | 1,083.25 |
| Accommodation/Food Services | 486.50 | Accommodation/Food Services | 913.25 |
| Information | 436.50 | Real Estate/Rental/Leasing | 863.50 |
| Arts/Entertainment/Recreation | 398.50 | Arts/Entertainment/Recreation | 820.75 |
| Educational Services | 262.75 | Educational Services | 570.25 |

**Upper Shore
Industry Sectors Ranked by Number of Youth Workers ***

| Industry Sector | All Workers | 14-18 yrs | 19-21 yrs | Total Youth | |
|----------------------------------|-------------|-----------|-----------|--------------|---------------------|
| | | | | Number | Percent of Industry |
| Accommodation/Food Services | 5,168 | 1,054 | 630 | 1,684 | 32.6% |
| Retail Trade | 8,020 | 749 | 683 | 1,432 | 17.9% |
| Health Care/Social Assistance | 8,539 | 159 | 291 | 450 | 5.3% |
| Construction | 4,062 | 149 | 299 | 448 | 11.0% |
| Manufacturing | 8,057 | 88 | 239 | 327 | 4.1% |
| Other Services | 2,519 | 127 | 126 | 253 | 10.0% |
| Admin./Support/Waste Mgmt. | 2,247 | 76 | 145 | 221 | 9.8% |
| Arts/Entertainment/Recreation | 1,181 | 124 | 90 | 214 | 18.1% |
| Wholesale Trade | 2,357 | 63 | 91 | 154 | 6.5% |
| Prof./Scientific/Technical Svcs. | 2,064 | 54 | 88 | 142 | 6.9% |
| Finance/Insurance | 1,385 | 23 | 84 | 107 | 7.7% |
| Transportation/Warehousing | 1,428 | 46 | 46 | 92 | 6.4% |
| Real Estate/Rental/Leasing | 742 | 49 | 37 | 86 | 11.6% |
| Educational Services | 973 | 35 | 23 | 58 | 6.0% |
| Information | 669 | 23 | 34 | 57 | 8.5% |

* Includes industry sectors with at least 500 workers in each youth age group statewide.

**Upper Shore
2003 Average Monthly Earnings for Youth
Ranked by Industry Sector**

| 14-18 yrs | | 19-21 yrs | |
|----------------------------------|----------|----------------------------------|------------|
| ALL INDUSTRIES | \$630.75 | ALL INDUSTRIES | \$1,197.75 |
| Manufacturing | 1,255.25 | Construction | 1,659.00 |
| Prof./Scientific/Technical Svcs. | 1,216.50 | Manufacturing | 1,585.25 |
| Admin./Support/Waste Mgmt. | 1,048.25 | Information | 1,561.00 |
| Construction | 975.75 | Wholesale Trade | 1,538.00 |
| Finance/Insurance | 839.25 | Admin./Support/Waste Mgmt. | 1,298.25 |
| Health Care/Social Assistance | 804.25 | Other Services | 1,237.25 |
| Information | 735.00 | Finance/Insurance | 1,218.75 |
| Wholesale Trade | 732.50 | Health Care/Social Assistance | 1,162.50 |
| Other Services | 592.50 | Prof./Scientific/Technical Svcs. | 1,149.25 |
| Retail Trade | 580.50 | Real Estate/Rental/Leasing | 1,128.75 |
| Accommodation/Food Services | 511.75 | Retail Trade | 1,051.00 |
| Transportation/Warehousing. | 496.50 | Transportation/Warehousing. | 971.75 |
| Real Estate/Rental/Leasing | 488.25 | Accommodation/Food Services | 929.00 |
| Arts/Entertainment/Recreation | 424.50 | Arts/Entertainment/Recreation | 920.25 |
| Educational Services | 346.25 | Educational Services | 528.25 |

Western Maryland
Industry Sectors Ranked by Number of Youth Workers *

| Industry Sector | All Workers | 14-18 yrs | 19-21 yrs | Total Youth | |
|----------------------------------|-------------|-----------|-----------|--------------|---------------------|
| | | | | Number | Percent of Industry |
| Retail Trade | 15,414 | 1,299 | 1,632 | 2,931 | 19.0% |
| Accommodation/Food Services | 8,095 | 1,472 | 1,166 | 2,638 | 32.6% |
| Health Care/Social Assistance | 14,126 | 155 | 479 | 634 | 4.5% |
| Admin./Support/Waste Mgmt. | 4,049 | 126 | 422 | 548 | 13.5% |
| Manufacturing | 13,115 | 93 | 401 | 494 | 3.8% |
| Construction | 5,831 | 136 | 306 | 442 | 7.6% |
| Other Services | 3,644 | 149 | 221 | 370 | 10.2% |
| Arts/Entertainment/Recreation | 1,296 | 175 | 123 | 298 | 23.0% |
| Finance/Insurance | 6,515 | 25 | 266 | 291 | 4.5% |
| Real Estate/Rental/Leasing | 1,723 | 95 | 109 | 204 | 11.8% |
| Wholesale Trade | 3,224 | 53 | 141 | 194 | 6.0% |
| Prof./Scientific/Technical Svcs. | 3,929 | 46 | 120 | 166 | 4.2% |
| Transportation/Warehousing | 3,498 | 37 | 105 | 142 | 4.1% |
| Information | 1,364 | 33 | 42 | 75 | 5.5% |
| Educational Services | 686 | 23 | 19 | 42 | 6.1% |

* Includes industry sectors with at least 500 workers in each youth age group statewide.

Western Maryland
2003 Average Monthly Earnings for Youth
Ranked by Industry Sector

| 14-18 yrs | | 19-21 yrs | |
|----------------------------------|-----------|----------------------------------|-------------|
| ALL INDUSTRIES | \$ 606.25 | ALL INDUSTRIES | \$ 1,127.25 |
| Finance/Insurance | 1,170.25 | Manufacturing | 1,785.50 |
| Construction | 1,158.25 | Finance/Insurance | 1,596.50 |
| Manufacturing | 1,054.75 | Construction | 1,483.25 |
| Prof./Scientific/Technical Svcs. | 992.50 | Wholesale Trade | 1,401.75 |
| Wholesale Trade | 775.25 | Transportation/Warehousing. | 1,360.75 |
| Admin./Support/Waste Mgmt. | 762.25 | Health Care/Social Assistance | 1,233.50 |
| Health Care/Social Assistance | 721.25 | Prof./Scientific/Technical Svcs. | 1,212.50 |
| Transportation/Warehousing. | 719.50 | Other Services | 1,087.25 |
| Retail Trade | 611.25 | Admin./Support/Waste Mgmt. | 1,078.50 |
| Accommodation/Food Services | 507.25 | Retail Trade | 1,044.75 |
| Other Services | 499.25 | Information | 1,009.50 |
| Real Estate/Rental/Leasing | 485.75 | Real Estate/Rental/Leasing | 877.00 |
| Information | 409.50 | Accommodation/Food Services | 742.75 |
| Arts/Entertainment/Recreation | 385.50 | Educational Services | 714.25 |
| Educational Services | 207.25 | Arts/Entertainment/Recreation | 690.50 |

